

Greater Los Angeles Federal Executive Board

News-At-A-Glance AUGUST 2000



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This publication is prepared by the staff of the Greater Los Angeles Federal Executive Board. Its content is extracted from information received in the FEB Office and gleaned from public information sources. Please forward your agency newsletter or "news items" to the FEB Office for inclusion in future FEB News-at-a-Glance editions.

5th Annual Federal Employee Appreciation Day

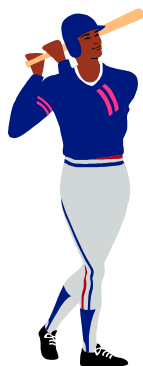


It's the balmy late afternoon of August 6. Over 3,000 local Federal employees hear one of their own, **Ivory Robinson**, sing the National Anthem in a rich, deep voice at

Dodger Stadium. Singing with his church choir and composing his own songs, Ivory works at the U.S. Postal Service.

Sponsored by the Greater Los Angeles Federal Employees' Combined Federal Campaign (CFC), Dodger Day also features a first pitch by CFC Chair **Philip Montez**, also Greater Los Angeles Federal Executive Board (FEB) Chair and U.S. Commission on Civil Rights Regional Director. Dodger Coach, **Manny Mota**, poses on the field for photographs with Federal leaders, including FEB Executive Director, **Kathrene Hansen**.

The Los Angeles Dodgers have given Federal employees a 20% ticket discount. Federal employees buying game tickets are helping our community because 25% of the ticket price pays for over 400 special-needs children attending the game free. The children and their chaperones come from service agencies supported by CFC donations. The event provides a unique opportunity for these children to see a professional baseball game. Scanning the spectators, one sees many Federal employees attired in the special CFC T-shirts they have purchased for \$5 - \$6.



Through the CFC, Federal employees achieve the distinction of being the most generous work-place donors in Los Angeles County, contributing almost \$4 million dollars a year and more than \$30 million over the last decade. Mark October 2 to November 10 on your calendar to support your 2000 CFC!

Combined Federal Campaign Web Sites

Did you know that the Greater Los Angeles Combined Federal Campaign (CFC) has one of the best CFC web sites among the almost 400 CFCs nationwide? Kudos to CFC Staffer Bob Burnett for his work on this project! Visit www.lacfc.org soon!

Another great CFC web site belongs to the nation's capital CFC, the largest in the U. S. The following comes from this web site:

Philanthropy Quiz

1. How much money did Americans donate to charity in 1998? A. \$80 billion B. \$780 million C. \$175 billion D. \$425 million
2. What percentage of the total was given by individuals vs. corporations or foundations? A. 85% B. 36% C. 5% D. 91%
3. What percentage of the total came from corporations and private business? A. 75% B. 36% C. 5% D. 63%
4. To what types of organizations are Americans most likely to contribute money? Rank these from most to least funded: A. Arts & Culture B. Religion C. Education D. Environment E. Health F. International Affairs
5. Pick one of each pair to describe the typical profile of an American giving to charity? A. Over Age 50 vs. under 50 B. Has adult children vs. young or no children C. No college degree vs. college degree or some college D. Earns \$125,000 a year or more vs. earns less than \$125,000.

Answers: visit www.cfcenca.org or fax to 213 576 3092.

The biggest CFC challenge is to engage the **NOW or X Generation** (born 1961 - 1981). Here are some FAST FACTS about this group:

- ◆ 56% volunteer & 71% give to charity
- ◆ 54% have finished or enrolled in more than 1 year of college
- ◆ 40% invest in mutual funds
- ◆ 17 % have contributed to a political campaign
- ◆ Marrying & parenting come at a later age
- ◆ They are the *present & future of donating, volunteering, & the CFC*, so encourage them to get involved in your agency's CFC this year.

Age Discrimination

Could you be guilty of illegal age discrimination without realizing it? Economist **Marc Bendick, Jr.** & colleagues researched the subject [Journal of Aging & Social Policy (11/99)], by sending out pairs of candidates for 140 advertised job vacancies. Each pair consisted of a 57-year-old and a 32-year-old, armed with resumes indicating similar education and skills. Each pair trained for over a week to mimic each others's speech patterns and behavior.

Older workers received less favorable employer responses over 41% of the time! For instance, they were often dismissed as candidates without even being interviewed. Younger applicants were told they were favored partly because of their age. Bendick emphasized how much more prevalent age discrimination is at 41% than racial discrimination measured at 20% - 25% using similar techniques.

A 53-year-old female human resources executive at a trade association, Ms. X, described a recent incident in which two managers, both about age 50, were filling a low-level position, no longer attractive to workers in their 20s because of better opportunities elsewhere. The only applicants were well-qualified baby boomers; however, all were rejected out of hand by the two managers, who left the position vacant for months, saying there were no viable candidates. Ms. X said, "The problem is that they don't even see themselves on the other side of the table," adding that many managers appear fearful of identifying in any way with older workers and are, therefore, reluctant to hire them.

A 62-year old University of Pennsylvania Ph.D. with work experience analyzing Internet development in China and founding a regional Internet society, was brushed off by recruiters under 30 at a technical job fair. They asked him only his college graduation date.

A telecommunications account executive in his 50s with a stellar sales record, described a typical experience: a sales manager wanted to hire him but a 30-something human resource executive nixed it. He saw the job advertised for weeks afterward. The company preferred a vacancy to hiring an older worker. This man wished the Federal government would be more aggressive in prosecuting age-discrimination, expressing concern about damage to the economy from this wide-spread problem.

A 64-year-old man who started and ran four high-tech companies became unemployable after closing the last business. "No one would even interview me. What a waste."



- ★ To the U. S. Customs Service, the FBI, the Drug Enforcement Administration, & the U. S. Attorney's Office for the largest Ecstasy illegal drug seizure ever, 2.1 million tablets, with a street value of over \$40 million. Three local suspects were arrested in connection with the LAX confiscation.
- ★ To **Holly Hunt**, Judicial Law Clerk, Santa Ana U. S. District Court, for participating in the Miracle on 4th Street Project & graduating in the Class of 2000, Leadership Long Beach, a non-profit that trains tomorrow's community leaders.
- ★ To the U. S. Postal Service for honoring the local mail carrier killed on duty during a hate crime rampage. The **Joseph Ito Chino Hills Post Office** is the first named after a slain postal worker.
- ★ To the Department of Veterans Affairs for their first-ever grant from the J. Paul Getty Trust, for preservation of two VA Greater L. A. Healthcare System historic structures, a 1900 chapel & an 1890 trolley depot.
- ★ To China Lake Naval Air Weapons Station for hosting the Osprey safety demonstration flight of **Marine Gen. James L. Jones** & his wife, **Diane**, in June. The Osprey hovers like a helicopter & flies like a plane.
- ★ To local Census Taker **Kenneth Kasoni** for creativity. He got past a barking canine, whose birthday it happened to be, by offering a 5-inch dog bone. The owner was so impressed that he answered all Kasoni's questions.
- ★ To Long Beach for being designated an official Navy liberty port where sailors may get rest & relaxation & residents may visit military ships docked there.
- ★ To the Bureau of Alcohol, Tobacco, & Firearms for partnering with L. A. County Sheriff's deputies to nab members of one of the "most violent & criminally active outlaw motorcycle gangs in California," the Mongols.
- ★ To Southern Nevada Federal Executive Association for its community service Federal Food Drive this month.
- ★ To the Federal Housing Administration for reforms creating \$68.4 billion in new home mortgages in the Greater L. A. area over the next 5 years. More families will be able to own homes thanks to FHA insurance.
- ★ To Small Business Administration for honoring Long Beach entrepreneur **Willie Thomas**, a mode and an Horatio Alger, **Fullerton**, local Welfare to Work Small Business Owner of the Year.



Thank You and Farewell to
IRS District Director Steve Jensen &
Coast Guard Commanding Officer Captain Carl Crown

Welcome to **Captain Richard Beseler**, Commanding Officer
Coast Guard Integrated Support Command San Pedro

On an Average Day, the COAST GUARD

Saves 11 lives
Assists 107 people
Saves \$8 million in property value
Conducts 142 Search & Rescues
Responds to 34 oil or hazardous chemical spills
Boards 90 large vessels for port safety checks
Inspects 64 commercial vessels
Processes 120 seamen's documents
Investigates 17 marine accidents
Conducts 128 Maritime Law Enforcement boardings
Identifies 97 law violations
Seizes 79 lbs. of marijuana
Seizes 306 lbs. of cocaine
Seizes contraband with a total value of \$17 million
Services 136 aids to navigation
Interdicts 13 illegal migrants

Always Ready Always There

every hour every day around the clock and around the world

"Millionaire" Quiz: Women's Equality Day

In late August, we celebrate the day women "got the vote." If you get these questions right, we can't promise a million dollars, but we hope you will "feel like a million" for being so knowledgeable!

1. According to United Nations studies, the gender gap is smallest in A. USAB. Japan C. Great Britain D. Sweden
2. The first woman elected to the US Congress was A. Amelia Earhart B. Anne Morrow Lindberg C. Jeannette Rankin D. Elizabeth Cady Stanton
3. "Certainly in the next 50 years we shall see a woman President, perhaps sooner than you think. A woman can and should be able to do any political job that a man can do," was said by President: A. Richard Nixon B. John Kennedy C. Franklin Roosevelt D. Jimmy Carter
4. "How does it feel to be a woman minister? I don't know. I've never been a man minister," was said by which head of state? A. Margaret Thatcher, England B. Benazir Bhutto, Pakistan C. Golda Meir, Israel D. Indira Ghandi, India
5. "There is no occupation concerned with the management of social affairs which belongs either to women or to men as such." The author is A. Plato, "The Republic" c.390 B.C. B. Shakespeare, "King Lear" 1608 C. President Lyndon Johnson, "Memoirs" 1971 D. Winston Churchill, speech, 1941
6. The first African-American woman astronaut was A. Daisy Gates B. Mae Jemison C. Althea Gibson D. Elizabeth Eckford
7. In 1900, which state had not granted women the right to vote? A. Wyoming B. Utah C. Idaho D. California

Answers on Page 4

Easy Saver Plan for Small Businesses

The U. S. Treasury Savings Bonds Marketing Office has developed a plan for businesses without retirement or payroll savings plans. Employees sign up once and buy bonds in their choice of frequency and denomination and through automatic deductions from their checking or savings accounts.

People buy bonds because they are risk-free, with both principle and interest protected. They are convenient, affordable (\$25 minimum), and liquid (may be cashed 6 months after purchase). Federal income tax is deferred and may be void if the bond is in a child's name or used for higher education. The bonds are exempt from state and local taxes.

For info, call 800 4US-BOND or 877 811 7283 and visit www.savingsbonds.gov or www.easysaver.gov.

JPL to Build MARS Rover

NASA's Jet Propulsion Laboratories in Pasadena plan to build a 330-pound Mars Explorer 2003 to conduct scientific research. The "robotic geologist" will use its instruments to search for liquid water and study the surface geology. Firouz Naderi, JPL Mars Program manager, said, "This is the first time NASA has done Mars mineralogy." The predecessor Pathfinder Sojourner had less mobility and fewer capabilities at only 24 pounds.

WEB SITE CORNER

- ♦ Check out www.financialengines.com for free initial on-line investment advice to federal employees participating in the Thrift Savings Plan.
 - ♦ HUD's "Bridal Registry Account" allows cash gifts to fund down payments at www.hug.gov/bridal. Couples may open an account to encourage friends & family to help them buy a home.
 - ♦ REGO at www.rego.gov is a 50-page e-zine by & about federal employees & how they serve the public. Produced by the National Partnership for Reinventing Government, it links to government services & is periodically updated.
 - ♦ For help in writing employee performance reviews, check www.performancereview.com, which may be tested free.
 - ♦ www.counselquest.com is a legal research tool for articles, newsletters, codes, statutes, court decisions & opinions.
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Answers "Millionaire" Quiz: Women's Equality Day

1. D. 2. C. 3. A. 4. C. 5. A. 6. B. 7. D.

"Poets are like **baseball** pitchers. Both have their moments. The intervals are the tough things...."



Robert Frost

The American Military

Did you know that

- the percentage of African-American officers has risen from 2.8% in 1973 when the AVF (All-Volunteer Force) began to 7.5% in 1997?
- the percentage of female officers has increased from 5.9% in 1977 to 14.1% in 1997?
- Hispanic officers in 1997 comprised 3.1% of the total, up from 1.7% in 1987?
- promotion rates are similar for White men and women?
- African American men remain on active duty longer than White men?
- the Air Force has the most officers, followed by the Army, the Navy and the Marine Corps in that order?
- all four services have fewer officers than in 1986?
- the percentage of Asian Americans, Native Americans, and Other Minorities has improved from 2.6% in 1987 to 4.7% in 1997?
- during the past 20 years, over half the Air Force generals have come from the pilot population?
- the pool of minorities and women from which many future flag and general officers will be chosen has grown by 25% over the last ten years?



From "Career Progression of Minority and Women Officers," Office of the Under Secretary of Defense Personnel and Readiness

Did you know that the "Armed Forces Equal Opportunity Survey," Defense Manpower Data Center, found that

- race relations on military installations/ships are perceived to be better than those in local civilian communities?
- large majorities of members of all races indicated having "close personal friends" who were members of other racial or ethnic groups, and also reported socializing with other races and ethnic groups in their homes or quarters?
- a majority of all racial/ethnic groups said military life was as good or better than civilian life in areas like fair performance evaluations, freedom from harassment and hate crimes, and freedom from discrimination?
- A similar percentage of all ethnic groups 74% - 81% said they were proud to tell others they were members of their Service?

